



Submarine Officer Community Status Brief

February 2014



Discussion Points

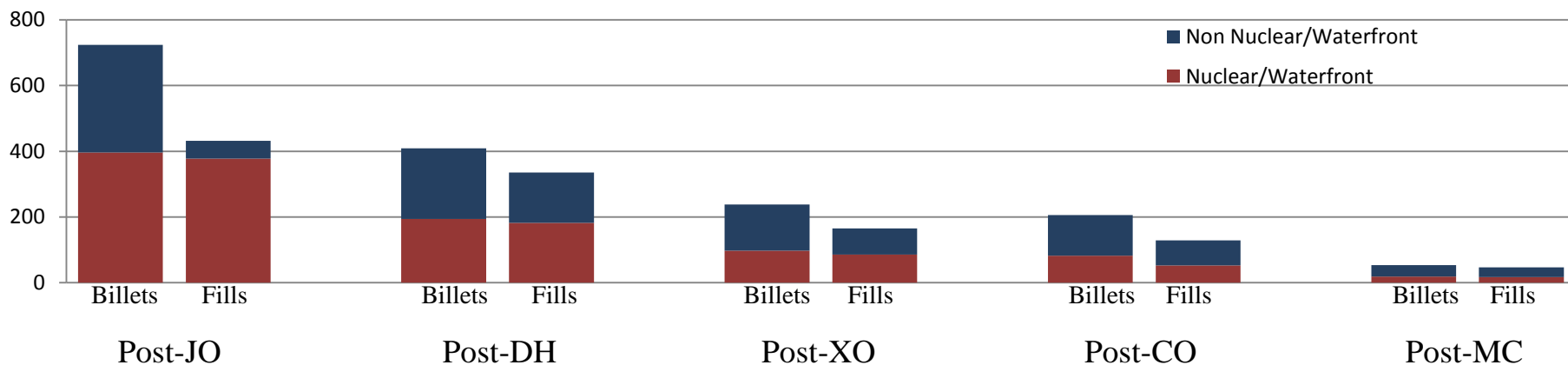
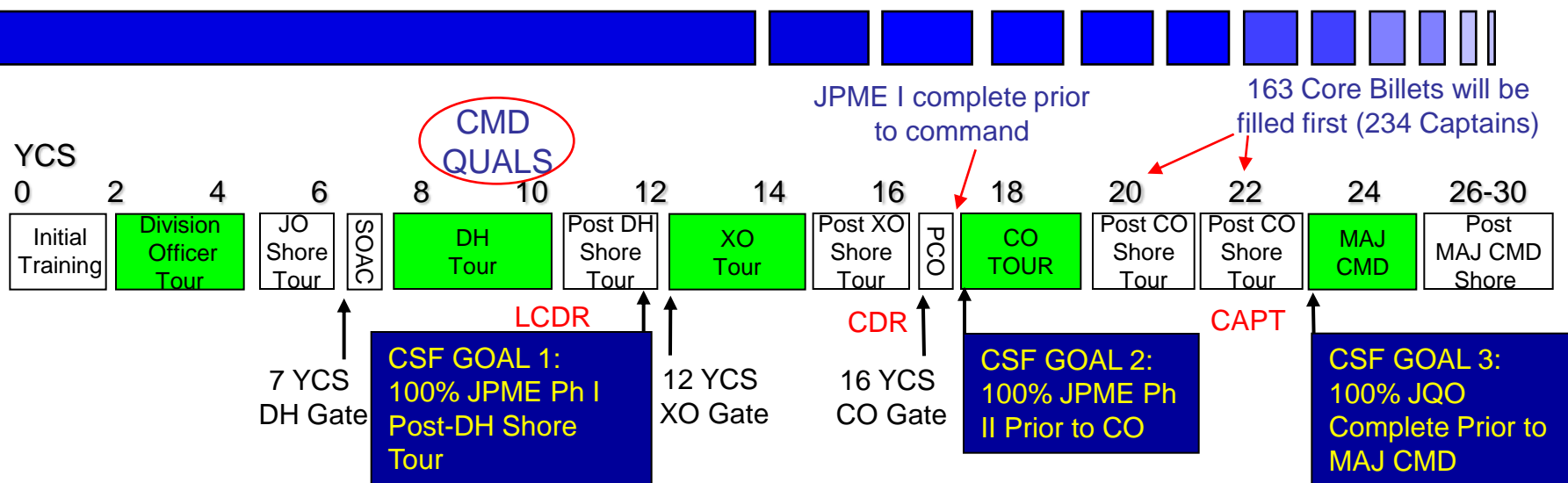


- **Career Path**
- **Graduate Education**
- **Promotion and Screening**
- **Detailing at each career milestone**
- **Screening Statistics**
- **Women In Submarines**
- **Pay & Bonuses**
- **Current Events**
- **Available Tools**



Career Path Challenges

Must Make Every Opportunity Count!



Few opportunities for Grad Ed/Joint/JPME and Career Broadening Assignments



Graduate Education



Graduate Education *Opportunities*



■ **Post Division Officer**

- 32 NPS Billets, 71 NROTC Billets, USNA GET, USNA Company Officer (3), NPTU third year sabbatical

■ **Post Department Head**

- War College (Army, Air Force, Navy, Foreign)

■ **Post CO/XO**

- War College (Army, Air Force, Marine, Navy, ICAF, NDU)

■ **Special Programs**

- Woods Hole MIT, Olmsted Scholarship, Legislative Fellowship

■ **Common Distance Learning (DL) Opportunities**

- NPS - EMBA and M.S. Engineering Science (NAVADMIN 313/13)
- Catholic, ODU – Engineering Management



Graduate Education

NPS MSES-ME DL Program

- **Masters of Science in Mechanical Engineering**
- **Specifically designed for nuclear trained officers**
 - 28.5 graduate credits for NNPS officer curriculum
- **B.S. in Engineering (or related field) required**
- **Asynchronous options available – go at your own pace**
 - Textbooks and lecture DVDs provided
 - One-on-one interface with professor(s)
 - Six courses plus research paper required for degree
- **For more information:**
 - NAVADMIN 313/13
 - <http://www.nps.edu/Academics/GSEAS/MAE/DL/nuc.asp>
 - Email: msesmedl@nps.edu



Graduate Education

Navy Pays You to Go!

■ Graduate Education Voucher (GEV)

- LT/LCDR, shore duty time supports, good performer
- Apply to PERS-42
- Degree must earn NPS subspecialty code
- 20K/year for two years
- 3 for 1 obligation, max obligation 3 years

■ Tuition Assistance (TA)

- Covers tuition/fees up to \$250/credit hour not to exceed \$750/course up to 16 credit hours a semester.
- NAVADMIN 245/10 – quarterly cap on TA allotments – first come first serve
- NAVADMIN 029/12 – school must have MOU with DOD
- 2 year service obligation upon completion of degree or withdrawal from program (OPNAVINST 1560.9A)



Graduate Education

Post-9/11 GI Bill



- **Eligibility**
 - 36 months past initial obligation for full benefits
- **Benefits**
 - Payment indexed to full tuition
 - Monthly stipend
 - Annual stipend for books and fees
- **Transfer of benefits to spouse or child**
 - Served at least 6 years and agree to serve at least 4 more (or until retirement eligible)—may transfer unused entitlement to a dependent
 - Does not impact Nuclear Officer Incentive Pay (NOIP)
- **Full details available at www.gibill.va.gov**



Division Officer Detailing



DIVO Shore Detailing

Slate Schedule



<u>PRD</u>	<u>Slate</u>	<u>Opens</u>	<u>Closes</u>
Jan-Mar	1 st QTR	2 nd Week in July	2 nd Week in Sep
Apr-Jun	2 nd QTR	2 nd Week in Oct	2 nd Week in Dec
Jul-Sep	3 rd QTR	2 nd Week in Jan	2 nd Week in Mar
Oct-Dec	4 th QTR	2 nd Week in Apr	2 nd Week in Jun

- NOTE: If a PRD is the last month of a quarter play the following quarter's slate



DO Shore Detailing *Mechanics*



- **Determine when you can roll – PRD**
 - PRD is a function of nominal tour length, ship schedule, and ship's manning situation – CO controls PRD
 - Talk to the Chain of Command
 - What happens if you don't roll at your PRD?
- **E-mail/Call detailer early in your slate**
- **Submit preferences**
- **Rank**
- **Assign Jobs**
- **Close the Slate**
 - Why does it take so long to close?



DO Shore Detailing

Normal Slate Jobs



- **High Visibility – Flag Aides**
- **NPS – Naval Postgraduate School**
- **NNPTC – Nuclear Power School Instructor**
- **NROTC – Naval Science Instructor**
- **Overseas – Watch Floor/Staff Work**
- **Waterfront Support – Squadron/NSSC Staffs**
- **Staff – Research & Development, etc.**



DO Shore Detailing

Non-Traditional Shore Duties



- **Split Tour, DESRON, or PHIBRON**
 - Follow-on
 - Pick off the slate—OR—homeport assignment guarantee
 - Assignment and tour length is subject to career gate milestones (i.e. SOAC, O4 'in-zone' look)
- **NPTU (Prototype Shift ENG)**
 - Follow-on
 - Third Year option – OR – Homeport assignment guarantee
 - Third Year option affords the opportunity to pursue graduate education

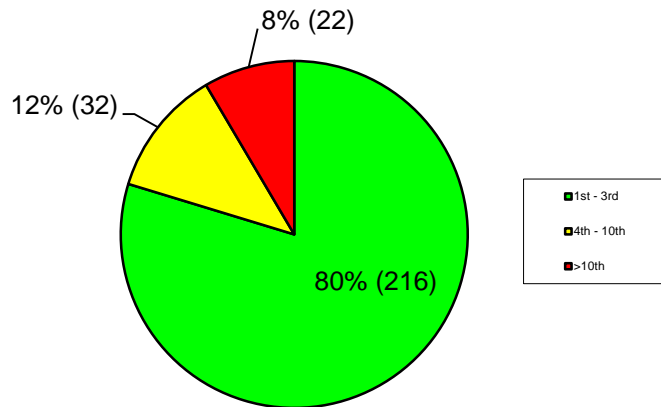


Division Officers

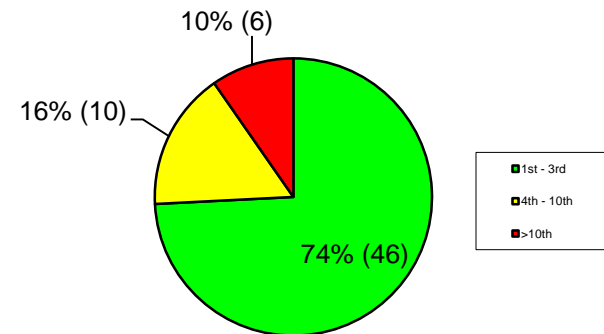
Recent Slate Results



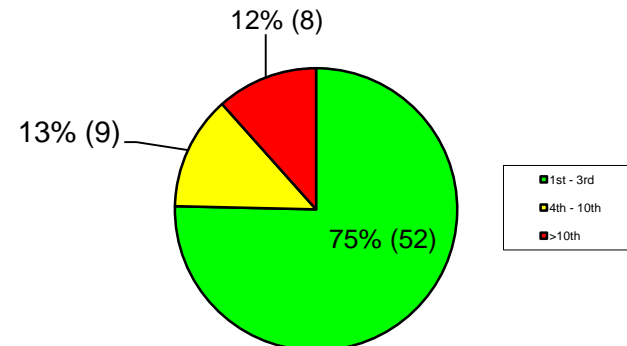
Assignment Summary - Last 4 Qtrs (Overall)



Assignment Summary - 2nd Qtr 2014



Assignment Summary - 1st Qtr 2014



Increased involvement
with COs has improved
satisfaction with the
slating process



Promotion and Screening



Promotion Boards

Navy Career Milestones



- **Governed by law - referred to as “Statutory Boards”**
- **Lineal number determines when you are “in-zone”**
 - Promotion zones released each December
- **Board Schedules are**
 - CAPT (O6) Line Selection Board – January
 - CDR (O5) Line Selection Board – February
 - LCDR (O4) Line Selection Board – April
- **Results released 3-4 months after board completion**
- **Promote the next fiscal year (OCT-SEP) based on seniority**
- **Nominal “in-zone” windows:**
 - CAPT (22 YCS) – ex: YG93 in-zone JAN14
 - CDR (16 YCS) – ex: YG99 in-zone FEB14
 - LCDR (10 YCS) – ex: YG05 in-zone APR14



Screening Boards

Submarine Force Career Milestones



- **Administrative Boards - run by Submarine Force**
- **Boards Held for:**
 - DH (two looks – 5/6 YCS)
 - XO (three looks – 9/10/11 YCS)
 - CO (three looks – 14/15/16 YCS)
 - MC (three looks – first look following selection for CAPT)
- **Schedules:**
 - CO/XO/DH – May of each year
 - Major Command – November of each year



The Board Process



- **Promote/Screen to the “best and fully qualified” standard:**
 - Sustained superior performance at sea
 - Success in the “hard jobs”
- **The Board sees only the record – it must be up to date:**
 - Current Officer photo
 - FITREP continuity
 - Awards updated
 - Joint Education
 - Master’s Degree
 - Subspecialty Codes valued by the Navy – Financial Management, Manpower, Operational Analysis
 - PERS-42 website provides guidance on reviewing your record and submission of updates



Your Record for the Board

Board Preparations



- **Only you can provide information to Board**
 - All information must include endorsing cover letter from you
 - Letters, FITREPS, awards, etc.
 - For the LCDR (O-4) Board – **Ensure your 31 January LT FITREP is emailed to the board if In-Zone (IZ)**
 - **Check Electronic Service Record online via OMPF review on Bupers On-line. If in doubt, SEND IT TO THE BOARD via email to cscselboard@navy.mil**
- **NAVADMIN 103/07 – Requirement for Officer Photographs in Official Military Personnel File**

Information sent directly to the Board will not be used to update your permanent record



The “Tank” Process



PHOTO

OSR

PSR

PSR

MEMBERS



Department Head Detailing



DH Detailing



■ Slating/Orders Timeline

- Orders to Submarine Officer Advanced Course (SOAC) issued 4-6 months prior to SOAC
- Verbal assignments are made upon arrival at SOAC
- Orders to the ship about 2-3 months into SOAC

■ Billets

- List of billets provided ~3 months prior to SOAC when Detailer requests inputs for the Slate
- CHANGES DO OCCUR



Post DH Detailing *Mechanics*



- **Determine when you can roll – PRD**
 - PRD is a function of nominal tour length, ship schedule, and manning
 - Talk to the Chain of Command
 - What happens if you don't roll at your PRD?
- **Establish Communications 9 - 12 mos from PRD.**
- **Tour assignments based on:**
 - DH Experience (Eng-served, STRAT Weps-served)
 - Qualifications/Screening
 - Needs of Submarine Force/Navy



Department Heads

Post-DH Shore Detailing



- **Manage the PRDs of your DHs**
 - Engage PERS-42 9-12 months from nominal PRD
- **Post-DH assignments based on**
 - DH Experience, Qualifications/Screening, Needs of Submarine Force/Navy
- **ENG – 18 Fills/Yr 38 Rollers/Yr**
 - 18 Squadron/Group Engineers
 - 2 PPEA/SEO (NPTU)
 - 2 TYCOM RADCON Officers
 - 12 NPEB JBMs
 - 2 NRLL Tech Assists
- **NAV/WEPS – 23 Fills/Yr 53 Rollers/Yr**
 - 13 Squadron Operations Officers
 - 3 Submarine School Instructors
 - 1 SLC Staff
 - 1 NSTCPAC Instructor
 - 3 NPTU XOs
 - 4 TRE JBMs
 - 20 High Visibility Fills
- **SSBN NAV – 3 Fills/Yr 12 Rollers/Yr**
 - 2 Squadron Operations Officers
 - 2 TTF Instructors
 - 2 STRATCOM/SSP
- **SSBN WEPS – 7 Fills/Yr 11 Rollers/Yr**
 - 2 Squadron Weapons Officers
 - 2 NTPI JBMs
 - 2 TTF Instructors
 - 8 STRATCOM/SSP

Post-DH demand signal may result in little detailing flexibility, but early and effective communication will ensure the needs of the Force and the officer are met



Commanding Officer and Executive Officer Detailing



XO/Post XO Detailing

■ XO Detailing

- **Post-DH Detailer:** determines class members 6 months out, emails members.
- Provide slate preferences per guidance on PERS-42 website
- **XO Detailer slates the class:** All records reviewed in detail to balance experience (tactical, shipyard, etc) between CO and XO
- Last chance to ensure officers have forward-deployed operating experience and strategic deterrence patrol experience prior to command

■ Post XO Assignments include:

- Major Staffs (OPNAV, TYCOMs, etc.)
- Joint Duty (JCS, STRATCOM, PACOM, etc.)
- War Colleges
- “Nuclear” Assignments
 - MTS OIC (x2)
 - Force Nuclear Power Officer (x2)
 - NRLL (x2)



CO Detailing



■ CO Detailing

- 6 months on Post XO Shore Tour: Discuss PCO Slate timing with XO Detailer
- 5-7 months from start of PCO Training Pipeline: CO Detailer will contact you via e-mail describing the slating process and asking for preferences (ship type, homeport).
- 3-4 months from start of PCO Training Pipeline: Your assignment set, orders received
- PCO Training Pipeline is nominally 7-9 months – dependent upon ship type
 - Naval Reactors (NR)
 - Submarine Command Course (Pearl Harbor or Groton)
 - Command Leadership Course (Newport, RI)
 - Strategic Weapons Course (SSBN) (Kings Bay or Bangor)



Screening Statistics

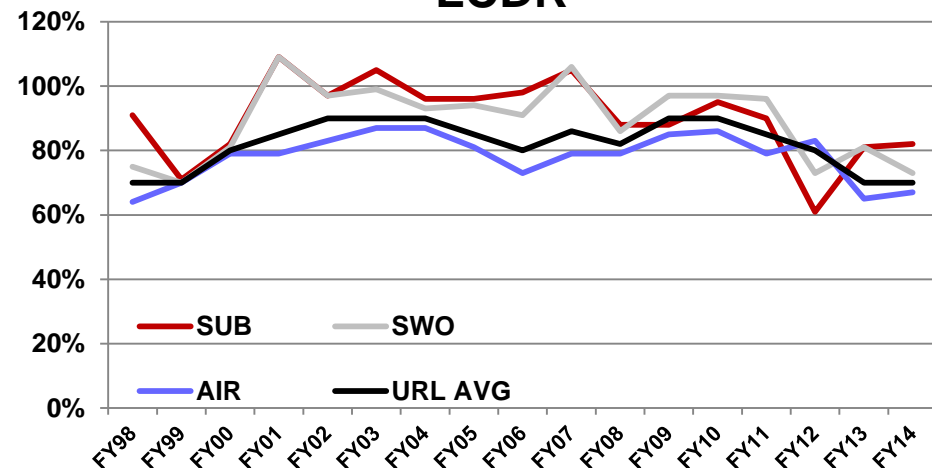


Promotion & Screening Boards

Promotion Opportunity



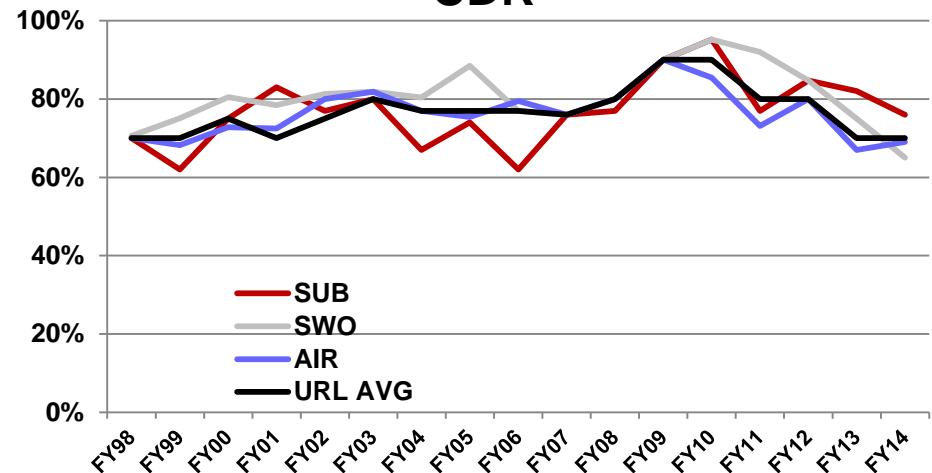
LCDR



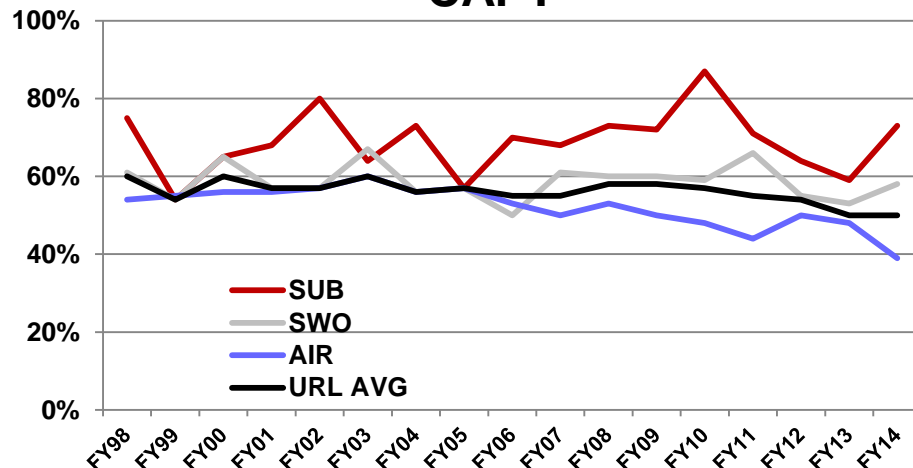
Flowpoints shifting right:
LCDR – 10.6 yrs (FY06 - 9.9)
CDR - 15.9 yrs (FY06 - 15.8)
CAPT – 22 yrs (FY06 - 22)

Already frocking officers to CDR
to relieve as CO

CDR



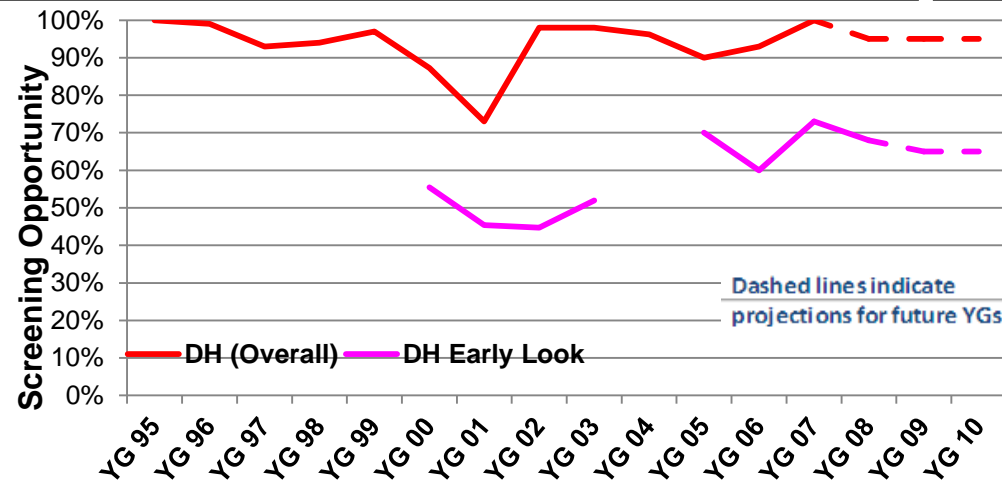
CAPT





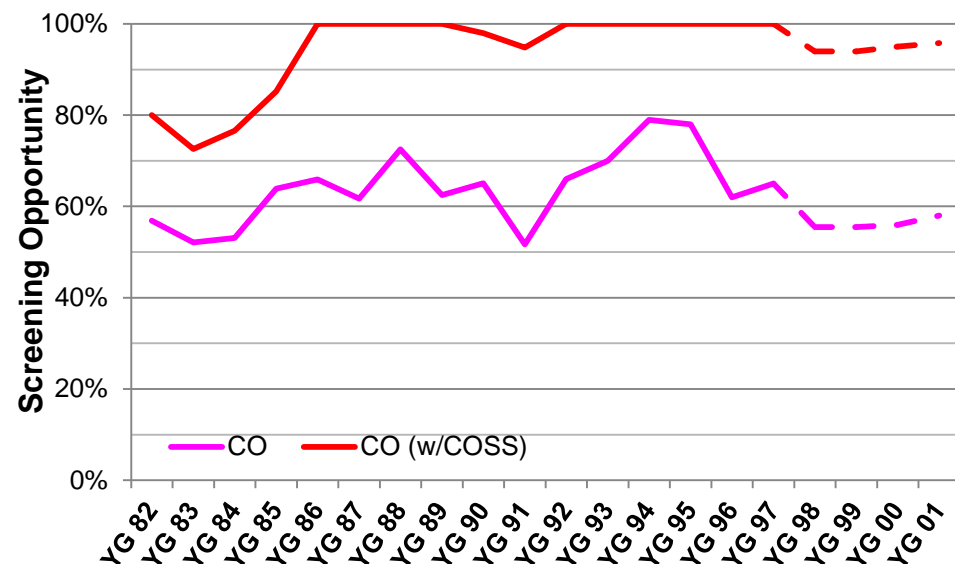
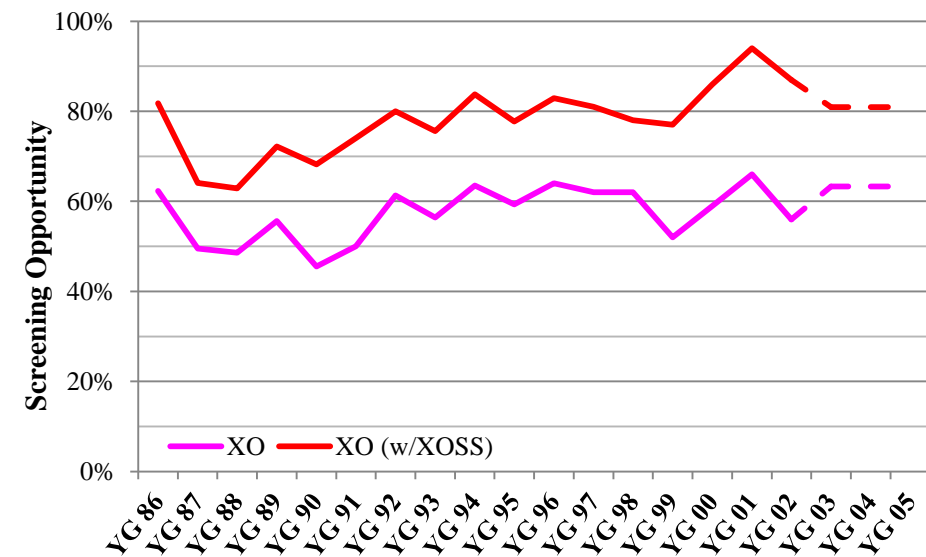
Promotion & Screening Boards

DH/XO/CO Screening Opportunity



DH opportunity will return to historic levels due to stabilizing retention, smaller YGs – reduces strategic communication challenge

XO/CO Screening opportunity consistent with historic norms





Promotion & Screening Boards

XOSS Promotion Opportunity



- **Maximum of 25 officers per YG screen XOSS**
 - An average of 4 XOSS officers are called up or screen on 4th look
- **Billets identified as OIC, XO, or “XO Equivalent” are looked upon favorably by promotion boards**
 - OIC NAUTILUS
 - OIC USNSE Naples
 - OIC SUBGRU8REP Northwood UK
 - XO NSTF Norfolk
 - XO DSU San Diego
 - XO PCU VIRGINIA-class
 - XO FBM Test Unit
 - XO NPTU
 - NNPTC Dept Director (x2)
 - NSTCP ENG DET Pearl



Promotion & Screening Boards

COSS Promotion Opportunity



- On average 3-4 COSS officers are called-up per year
- Many post-deputy Command tours available
 - NSSC (5)
 - FBM Test Unit
 - Yorktown Torpedo Facility
 - NRD (1 or 2)
 - NSSF NLON
 - SUBTRAFAC NORFOLK
 - SLC DET SAN DIEGO



Women In Submarines



Women in Submarines

Integration Update



■ FY12 Fleet Integration

- 24 female officers on 7 submarines crews
 - 17 nuclear trained Officers and 7 Supply Corps Officers
 - 10 patrols and deployments; involving all integrated crews
 - 1st submarine Supply Officer qualified in Jun 2012
 - 1st nuclear-trained submarine qualified officers on 5 Dec 2012
 - 1st 3 female 1120s completed PNEO in Nov 2013

■ FY13 Fleet Integration

- 21 female officers on 5 additional crews
 - 16 nuclear trained Officers and 5 Supply Corps Officers

■ FY14 and beyond

- Maintain approximately 20 accessions per year
- Sustaining numbers of female mentors bears watching

■ FY15 VA Class Integration

- USS VIRGINIA and USS MINNESOTA (both Groton) selected to integrate



Pay and Bonuses



Pay and Bonuses

Nuclear Officer Incentive Pay



	<u>Legislative Limit</u>	<u>Current Rate</u>
COPAY	\$35,000	\$30,000/\$35,000
AIB	\$22,000	\$12,500/\$22,000
LDO AIB	\$14,000	\$10,000
Accession	\$30,000	\$17,000
SSIP	\$200,000*	<u>\$15,000/\$20,000/\$25,000</u>

* Cumulative over career

■ NOIP Changes

- Increased COPAY rate to \$35K for CO Afloat served 1120's with >24YCS
- Eliminated \$17,500 contracts
- Extended COPAY eligibility from 26 YCS to 30 YCS
- \$22,000 AIB for O6s



Pay and Bonuses

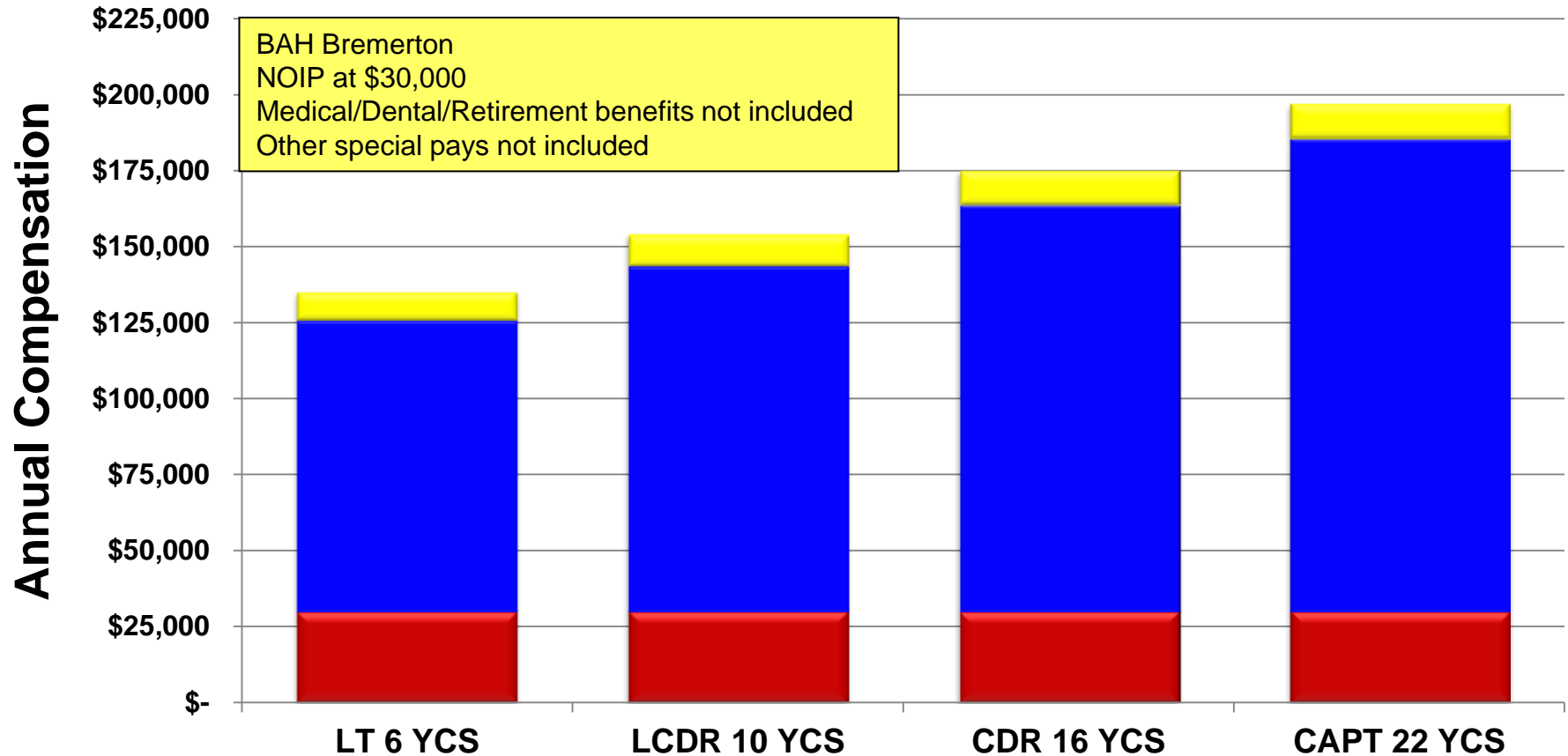
2012 Compensation



Bonus

Pays

Tax Advantage





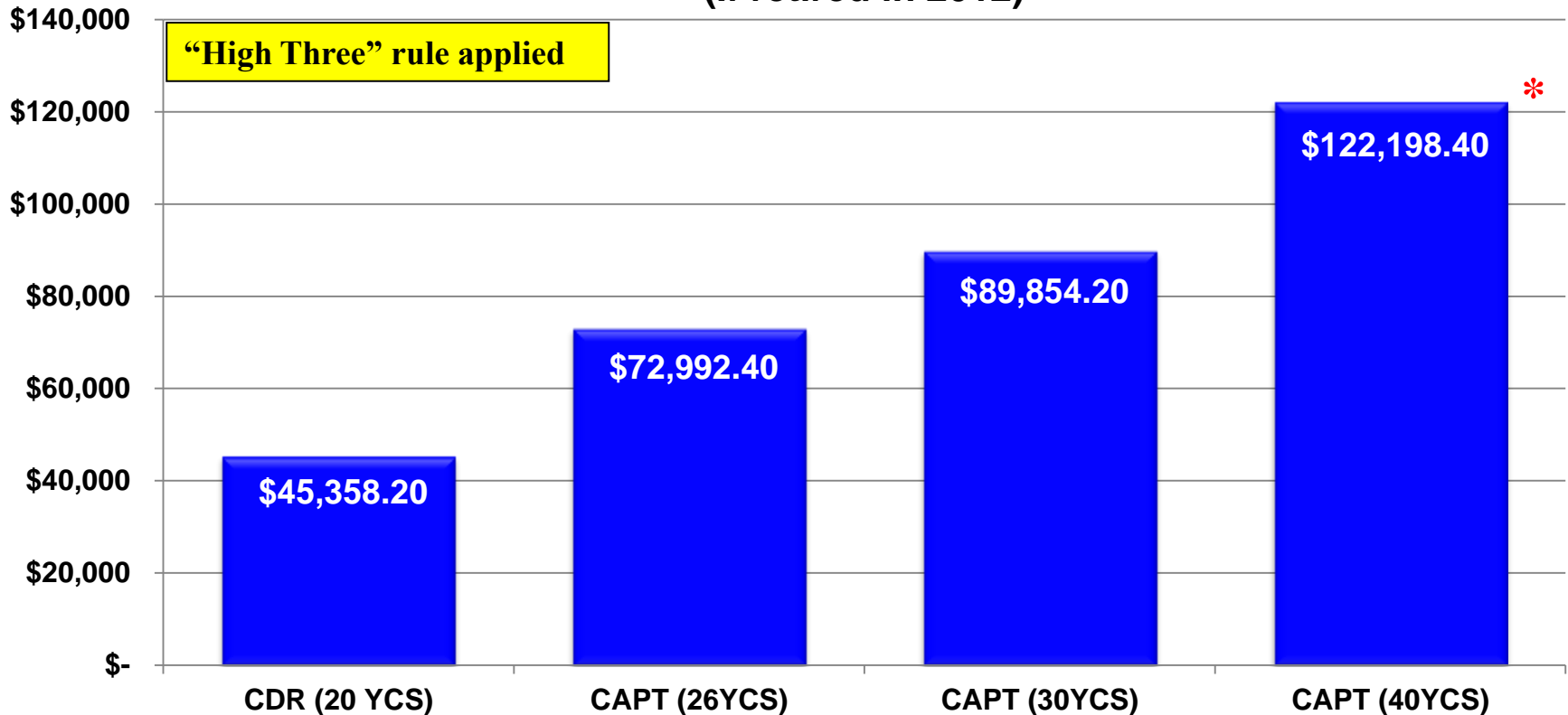
Pay and Bonuses

Retirement Pay



Annual Retirement Pay

(If retired in 2012)



** Affects officers with prior enlisted service time*



PERS-42 Website

Stay Plugged In!



- School Schedules (Pipeline, SOAC, PXO, PCO)
- Engineer's Exam (PNEO) Schedules
- DO Slates
- Graduate Education Information
- Nuclear Officer Incentive Pay (NOIP) program status and frequently asked questions
- Contract Re-Negotiation Procedures
- **Information on Pay Initiatives**
- Latest Detailing Port Visit and Screening Board Schedules

www.npc.navy.mil

Search on "Officer Assignments" and "PERS-42"

Facebook: www.facebook.com/pers42

Twitter: www.twitter.com/PERS421A or [/PERS421C](http://www.twitter.com/PERS421C)